

2008-2009 PERFORMANCE PLAN – Sr. Portfolio Manager, Alternative Investments (J. Mark)

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Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
60%	AIM Program Performance vs. AIM Benchmark	AIM portfolio investment performance ranking in the Venture Economics young fund universe for measured time period. Identifiers: Performance and benchmark compiled quarterly by Wilshire.	Top 50% = 0 (min) Top 40% = .75 (mid) Top 30% = 1.5 (max)
10%	Total Fund Performance	Excess return in basis points relative to total fund performance benchmark. {SJ1CA1 – CPERSTO2}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5
70%	Subtotal	Quantitative Measures	

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	AIM Priorities	<ul style="list-style-type: none"> By June 30, 2009, develop enhanced tools to model risk, return, and correlation of sub-asset classes in AIM portfolio By June 30, 2009, develop enhanced monitoring process for AIM portfolio 	From Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
30%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	